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Hand Delivered

October 4, 2002

Arthur D Martinucci, Esq.  
Quinn Buseck Leembuis Toohey & Kroto  
2222 West Grandview Blvd  
Erie, PA 16506

Re: James C Sherrod, Executive Director  
Booker T Washington Center

Dear Mr. Martinucci:

This letter serves as a formal notice of appeal of the adverse action taken against my client, James C. Sherrod, in response to the certified letter he received September 25, 2002 (dated September 24, 2002), from Sean Coleman, vice president of the Booker T Washington Center Board.

My client and I request an immediate hearing before the Management Committee of the Board.

The accusations and assertions contained in Mr. Coleman's letter are denied and we demand proof thereof. Additionally, we make the following specific response to the contents of the notification from Mr. Coleman:

Item #1

This action was not necessary or appropriate.

Item #2

My client did take the situation seriously and took immediate steps to investigate.

Item #3

My client did not rely on non-existing policies to terminate employees directly involved in the incident.

Item #4

My client did not perform unsatisfactorily

Item #5

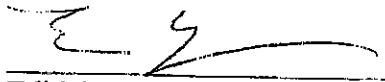
My client did perform his job within working hours

There are no grounds for disciplinary action and/or termination.

We expect to hear from you to arrange a date and time for a hearing and to having this matter resolved expeditiously

Please call if you have any questions. I look forward to hearing from you within the next few days

Sincerely,

  
Edith Benson, Esq

Cc: James Hamilton, Board President